

CONNECTICUT JUDICIAL BRANCH

ADVISORY COMMITTEE ON CULTURAL COMPETENCY

January 19, 2022
2:00 p.m. – 4:00 p.m.
Video-Conference

MINUTES

Attendees: Judge Sanchez-Figueroa (Chair); Juana Brown, Troy Brown, Sandra Cardone, Lia Cestaro, Patrick (PJ) Deak, Esther Harris, Brian Hill, Zarin Kapur, Meghan Korn, Daisy Ortiz, Michaelangelo Palmieri, Philip Strambler, Spiro Uyar, and Shawna Woodard

Absent: Chief Justice Richard A. Robinson (Chairman Emeritus), Isabel Alvarez, Samuel Bruder, and Ewa Wojewodzki

Judge Sanchez-Figueroa called the meeting to order at 2:02 p.m.

The minutes from the December 16, 2021 meeting were unanimously approved.

NCSC Webinar – Discussion on a diversity, equity and inclusion plan for the Judicial Branch

To prepare for the discussion, members received a link to view the webinar, “What’s Next? Maintaining Momentum on the Path to Your Racial Justice Blueprint” sponsored by the National Center for State Courts (NCSC). Members discussed their observations about how other state courts are progressing in this area. Some comments about the activities of other states included:

- Massachusetts appeared to be further along in their progress
- Used an outside consultant
- Tracked demographic information to see if they are achieving their goals of diversifying their workforce and at different levels
- Hosted community listening sessions

Continued Discussion on Gender Identity

Lia Cestaro reported that the subcommittee reached out to several public and non-profit entities. There is much information available about non-binary and non-conforming clients, but not employees. It appears that the Connecticut Judicial Branch will be a leader if the ACCC pursues and moves forward with recommendations on the matter. The subcommittee continues to meet once or twice a month.

Race and Gender on the Applicant Resource Information Sheet (ARIS)

Brian Hill met with PJ Deak and Esther Harris to get more background information around the current administrative form used to collect information about those who are interviewed for Judicial Branch positions. Interview panel chairs find it very challenging to self-report a person’s race or gender only by looking at them. A discussion ensued about how (in what format) and when to ask an applicant to report their race and gender. For the next meeting, Brian will obtain more information about the form, its history, and how the data is used.

New Business

None

Announcements

Troy Brown reported that the instructor-led course, Foundation in Cultural Responsiveness (FCR) 100 is currently on pause. The curriculum was reviewed and determined it could not be delivered virtually. In lieu of FCR 100, there are other virtual options open to all Judicial Branch employees.

The next meeting will be Wednesday, March 16, 2022 at 2:00 p.m.

The meeting adjourned at 3:50 p.m.

DRAFT